

DB

Office of Personnel Management

Basic Inst. 272

Federal Personnel Manual

Basic Installment 272

Washington, D.C. 20415

October 22, 1981

Table of Changes

This Installment Supersedes FPM Letters 530-238 through 530-242

Remove		Insert	Explanation of Changes
Page	Identification	Page	
530-A-1 through 530-A-24	Inst. 257	530-A-1 530-A-2 530-B-1 through 530-B-38 530-C-1	This installment publishes new special minimum rates and rate ranges established under 5 USC 5303 and adjusted to reflect the changes required by OPM regulation 530.307 when there is a statutory pay increase. As a result of these adjustments a number of authorizations cover one fewer grade levels and two authorizations are eliminated (tables #342 and #459). Agencies should carefully check the authorizations for changes. The effective date of these changes is the beginning of the first pay period which begins on or after October 1, 1981.

STAT

Per [redacted] 11-16-81

This Office Special Notes:

GSC - GSB - GSH -

GSI - GSM

The information within will be
coming out to update all
Schedules concerned

Distribution: Basic FPM

Q118

530-A-1

Appendix A - General

- a. Each of the special rate authorizations listed in Appendix B is subject to change at any time based on:

- improvement or deterioration of staffing conditions upon which the authorization is based. Changes may be initiated as a result of the annual review (required by Executive Order 11721) or any interim review or request for changes, or
- revision of the regular rate ranges of the General Schedule.

Consequently, agencies should exercise caution when making commitments of employment for future dates. The rates of pay in effect at the enter on duty date could be higher or lower than the currently published rates; any commitments for rates of pay higher than those in effect at the date of hire cannot be honored.

- b. Adjustment of schedules and rates based on statutory revisions of the pay schedules.

(1) Special rate range adjustments. OPM regulation 530.307(a) provides for automatic adjustment of the special minimum rates to the nearest rate in the new statutory pay schedule which does not result in a decrease. Other special rates in the special rate range are adjusted on the basis of the new special minimum rate.

(2) Establishment of the employee's rate in the new special rate range. OPM regulation 530.307(b) provides that:

Employees receiving special rates prior to the statutory pay increase will keep the same numerical rank in the new range as they had in the previous special rate range. If there is no new special rate range, the employee's numerical rank in the regular pay range will be the same as in the previous special rate range. In the event that the adjustment of the employee's rate results in a rate lower than his or her previous rate, OPM regulation 536.104(a)(3) provides for pay reduction. The employee's rate of pay will be set under 536.205(b).

- c. The pay of employees receiving a "retained special rate" above step 10 as the result of a special rate range having been previously reduced or terminated, will be adjusted under one of two separate provisions, depending on when the reduction or termination of the special rate range was affected.

(1) If the special rate range was reduced or terminated before the first day of the first pay period beginning on or after January 11, 1979 (the effective date of the grade and pay retention provisions of the Civil Service Reform Act of 1978), the employee's rate above step 10 will be adjusted by the amount of the increase made in step 10 of the rate range. (In the instance that the special rate range was reduced, but not terminated, step 10 of the special rate range is used for this purpose.)

(2) If the special rate range was reduced or terminated on or after the first day of the first pay period beginning on or after January 11, 1979, Section 5363 of title 5, United States Code, applies. In this case, the employee's rate above step 10 will be increased by half the increase made in step 10 of the rate range. (In the instance that the special rate range was reduced, but not terminated, step 10 of the special rate range is used for this purpose.) If this one-half adjustment would result in an employee's rate falling between step 9 and step 10 of the new rate range, he or she shall receive the rate for step 10, and pay retention ceases to apply.

(3) For employees receiving a retained special rate above step 10, process the action as "894," pay adjustment, and enter the appropriate pay rate determinant code. When the employee's pay rate is no longer above step 10, the pay rate determinant code is "0."

The Table
of Codes
and
Codes
are
to
be
used

This Notice Expires 1 June 1982

PERSONNEL

HN [REDACTED]

STAT

16 November 1981

SPECIAL PAY RATES

Reference: HN [REDACTED] dated 22 October 1981

1. HN 20-1053 indicated that employees on special pay rate schedule GSE (Engineering), GSM (Medical), and GSC (Select Clerical) would receive the Government-wide 4.8 percent salary increase. A notice was subsequently received from the Office of Personnel Management (OPM) adjusting special pay rates effective 4 October 1981.

2. Although the special pay rates have been increased by the Government-wide 4.8 percent, the OPM notification to adjust special pay rates will impact on the amount of salary increase. One adjustment results in special pay rates starting one step lower. For example, a GSE-11, step 1 (\$24,736 before the 4.8 percent increase), was the equivalent of GS-11, step 4, but as a result of the OPM action it will be the equivalent of GS-11, step 3 (\$25,138). This type of adjustment affects Engineering (GSE) positions, Medical (GSM) positions, and Clerical (GSC, GSH, and GSI) positions. The result is that some employees receiving special pay rates will get a pay increase of less than 4.8 percent. Another adjustment cancels the special pay rates for GS-06 clerical positions in the

[REDACTED] In cases where the salary resulting from the above adjustments is lower than the salary an employee is presently receiving, the employee is entitled to pay retention; that is, the employee's current rate of pay will not be reduced.

3. Employees affected by the adjustments resulting from this OPM action will receive a notice with their pay slip providing additional details. A copy of each of the revised special pay schedules is attached.

Harry E. Fitzwater
Deputy Director
for
Administration

Attachments

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